



EXECUTIVE DIRECTOR



THE NORTHERN CALIFORNIA WATER ASSOCIATION IS SEEKING AN EXECUTIVE DIRECTOR

UNIQUE OPPORTUNITY

This is an opportunity to lead a proactive organization and be an advocate for key Northern California water suppliers and local government interests at the forefront of efforts to resolve California's most difficult water supply, water quality and environmental challenges.



THE ASSOCIATION

***NCWA's mission
is to promote the economic,
social and environmental viability
of Northern California by
enhancing and preserving the
water rights, supplies and water
quality of our members.***

The Northern California Water Association (NCWA) was formed in 1992 to provide water right holders along the Sacramento River and its tributaries a united regional voice on California water policy. NCWA seeks to protect its region's water rights and supplies by working with Congress, the California State Legislature and with state and federal agencies through constructive leadership in the pursuit of real solutions to California's water problems.

NCWA's membership is geographically diverse, extending from the Coast Range to the Sierra Nevada foothills and from Redding to Sacramento. Its members rely on waters of the American, Feather, Sacramento and Yuba Rivers, smaller tributaries, and groundwater to produce nearly every type of food and fiber grown in the region, to serve municipal water supplies, and to provide water for wildlife refuges and fisheries habitat.

NCWA today represents 70 agricultural water suppliers and individual farmers who irrigate nearly 1 million acres of Northern California farmland and provide water to five national wildlife refuges and managed wetlands. Its diverse membership also reflects the leadership of local governments and the business community in the region.

The Association is governed by an 18 member Board of Directors, who are elected for two-year terms by the NCWA members. The Board appoints the Executive Director. The Board meets eight times a year and provides policy guidance to the Executive Director and staff. The Association's office is located on Capitol Mall in downtown Sacramento.

***NCWA is the recognized voice of
Northern California because of its
positive leadership and active
involvement in constructively
shaping federal, state and local
water policies.***

- NCWA has consistently secured assurances in major federal and state policies to promote Northern California water rights and area-of-origin protections as essential components in future water management.
- NCWA leads Northern California in the joint state-federal process to resolve Bay-Delta water supply and environmental problems.
- NCWA has been the recognized leader in developing an integrated water management and water development program to meet existing and future water demands within Northern California.
- NCWA has helped secure millions of dollars in state and federal funds for member environmental restoration projects, such as fish screens and siphons for agricultural diversions.
- NCWA has been called on by Governors and other elected officials to coordinate regional action and develop solutions to protect people and property from Northern California's flooding problems.





- NCWA has successfully participated in legal actions before the California Supreme Court and other courts when necessary to protect Northern California water rights and supplies.
- NCWA has adopted policy guidelines to assist members on such issues as Integrated Regional Water Management, the Bay-Delta, the Endangered Species Act, groundwater management, water transfers and land acquisition.

Since its formation, NCWA and its members have pursued a series of initiatives to develop a regional and integrated approach to water management. For example:

- Beginning in 2000, Sacramento Valley's water leaders initiated a planning process to prepare a comprehensive regional and integrated water management plan. Known as the **Sacramento Valley Integrated Regional Water Management Plan (IRWMP)**, the IRWMP serves as a roadmap to improve water supply reliability for all beneficial uses in the Valley, including water for farms, cities and rural communities, birds, fish, and recreation. Developed with NCWA's administration, the IRWMP identifies five water resources management objectives based on the mutual interests shared among local and regional water resource managers and stakeholders. The IRWMP also outlines a series of strategies and projects designed to meet the objectives of improving the regional economy, water supply reliability, water quality, ecosystem enhancement, and flood management across the region. The IRWMP was formally adopted by over 40 public water entities, conservation organizations, and counties in 2006 after an extensive public process.
- NCWA was a partner to the **Sacramento Valley Water Management Agreement**, a 2001 collaborative and cooperative effort to establish a framework to resolve the Bay-Delta water rights dispute and to meet water supply, water quality and environmental needs in the areas of origin and throughout California.
- In 2003, NCWA worked with Ducks Unlimited and the Coalition of Urban/ Rural Environmental Stewardship (Cures) in the formation of **Sacramento Valley Water Quality Coalition** and the preparation of the Coalition's Regional Plan for Action to protect water quality in the Sacramento River Basin while sustaining the economic viability of agriculture, associated values of managed wetlands and sources of safe drinking water.

THE POSITION

Reporting to and working in partnership with the Board of Directors, the Executive Director is responsible for planning, organizing, coordinating and directing NCWA activities and functions, leading a strong advocacy program, and providing the Board with vision and strategic insight to accelerate the Association's mission. This responsibility includes, but is not limited to:

- overseeing the operations, resources and general affairs of the Association
- delegating work to staff, and assuring work completion
- representing the Association and articulating its positions by testifying before Federal, State and local government agencies, professional associations, special interest groups and others to further Association objectives
- meeting regularly with Association members, landowners and regional leaders to listen to concerns, answer questions, and convey the Association's mission, goals and efforts
- assisting the Board and other members in understanding legal, legislative and regulatory matters affecting NCWA
- providing advice and consultation on the development of programs and policies to the Board of Directors, Association staff, consultants and other agencies
- presenting the Board with a recommended Association budget, and overseeing the implementation of the budget.

The Executive Director oversees the Association's \$2.5 million current year operating budget, and leads a talented staff of four full-time employees in the following positions: Director of Government Relations, Administrator, Regulatory Affairs Specialist, and an Administrative Assistant. The Executive Director also coordinates the work of various law firms, lobbyists, engineers, biologists, geologists, and other consultants and professionals in service of NCWA.

Furthering the Association's interests frequently requires the Executive Director to travel throughout Northern California, and to the Bay Area and Washington, DC, to participate in important meetings and conferences.

CURRENT ISSUES AND PRIORITIES

Current issues and priorities the Executive Director will need to address include:

Water Rights – The core mission for NCWA is the protection of water rights. A critically important and on-going challenge is to protect the existing water rights of Association members from new and current policies and legislation contrary to member interests. The Executive Director leads NCWA's continuing role in understanding and influencing state and federal actions affecting the Association and its members.

Water Quality – As California grows, the protection and improvement of water quality will be vitally important to the region. The Executive Director will provide the leadership to anticipate challenges facing water quality and to develop the appropriate programs to improve water quality.

Regional Planning – NCWA's efforts in the development of the Sacramento Valley Integrated Regional Water Management Plan demonstrate the Association's commitment to protect water rights, to secure additional water supplies and to improve regional water quality. The Executive Director will lead the Association and its partners in the implementation of the IRWMP's strategies and projects.



Membership – The Association desires to further unite Northern California, forge new alliances, and increase membership. Given this goal and recognizing the broad range of interests in the region, the Executive Director must spend time in the region with members, landowners and local leaders to learn and stay current with their issues, to convey the Association's objectives and ability to assist the region accomplish its objectives, and to bring diverse parties together throughout the region.

IDEAL CANDIDATE

The ideal candidate will be an experienced advocate and leader who possesses outstanding communication and interpersonal skills. This energetic, passionate and strategic professional will be knowledgeable in public water resources and policies, and experienced in working with State and Federal legislative and regulatory officials. The candidate will be politically savvy, an effective problem solver, and will bring a demonstrated track record of integrity and sound fiscal and staff management. Experience in California or agriculture is desirable, but not required.

Education

A Bachelor's degree in a related field is expected.

Competencies and Personal Characteristics

In addition to the experience and skills described above, the ideal candidate will be:

- An exceptional advocate; effective on behalf of the Association with federal, state and local government agencies and other organizations to further NCWA objectives
- People oriented; accessible, and able to establish a strong working relationship with the Board, members, staff and various consultants
- An effective communicator, both orally and in writing
- Proactive and strategic in finding solutions to difficult issues
- An effective advisor to the Board of Directors
- Credible in the water field
- Able to follow Board direction and take the initiative in refining and implementing Board policy
- Comfortable in working with broad range of people, perspectives and politics
- A team builder and mentor to a talented Association staff
- Flexible; able to see more than one solution to a problem
- Politically astute and savvy

To learn more about the Northern California Water Association, visit its website at www.norcalwater.org.

COMPENSATION AND BENEFITS

The annual salary is and open and negotiable based on the qualifications of the successful candidate. The Association also offers a comprehensive benefits package, basic features of which include:

Retirement – Association contributes to a 401(k) account for the employee at a rate 5% of salary. No employee contribution is required. The Association also participates in Social Security.

Association Vehicle – The Executive Director will be provided with use of a vehicle for business and personal use, along with fuel.

Medical, Dental and Vision Insurance – Association provides comprehensive medical, dental and vision insurance to employees and their dependents; Association pays full premium costs, and assists in annual employee deductible with contribution to personal health savings account.

Holidays, Vacation and Sick Leave – Association observes typical business holidays and provides generous vacation and sick leave allowances.

Life Insurance – Association provides short and long-term disability insurance and term life insurance for employee and spouse.

APPLICATION PROCESS AND RECRUITMENT SCHEDULE

To be considered for this challenging and rewarding career opportunity, please submit a resume (reflecting months and years of positions held) and cover letter indicating current salary and the names of three work-related references, by **Friday, June 8, 2007** to:



Kris Kristensen or Christine Iams
CPS EXECUTIVE SEARCH
241 Lathrop Way
Sacramento, CA 95815
Tel: 916 / 263-1401
Fax: 916 / 561-7205
Email: resumes@cps.ca.gov
Website: www.cps.ca.gov/search

Following the filing date, resumes will be screened in relation to the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the consultants. NCWA will invite a small number of candidates to participate in an interview with the NCWA Executive Committee on **Monday, July 2, 2007** in Sacramento. An offer of appointment is anticipated later in July following full reference and background checks, and a final interview with the Board of Directors on **Wednesday, July 11, 2007**.